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Human resources management

Report of the Fifth Committee

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I. Introduction

1. At its 2nd plenary meeting, on 18 September 2020, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its seventy-fifth session the item entitled “Human resources management” and to allocate it to the Fifth Committee.
2. During the second part of the resumed seventy-fifth session, the Fifth Committee met formally and remotely owing to the coronavirus disease (COVID-19) pandemic, during which it considered the item. The Committee formally considered the item in person at its 15th meeting, on 29 June 2021. Statements and observations made in the course of the Committee’s formal consideration of the item are reflected in the relevant summary record.¹
3. For its consideration of the item, the Committee had before it the following documents:
 - (a) Report of the Secretary-General on seconded active-duty military and police personnel ([A/75/646](#));
 - (b) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/75/796](#)).

II. Consideration of draft resolution [A/C.5/75/L.33](#)

4. At its 15th meeting, on 29 June, the Committee had before it a draft resolution entitled “Seconded active-duty military and police personnel” ([A/C.5/75/L.33](#)), submitted by the Chair of the Committee on the basis of informal consultations coordinated by the representative of Portugal.
5. At the same meeting, the Committee adopted draft resolution [A/C.5/75/L.33](#) without a vote (see para. 6).

¹ [A/C.5/75/SR.15](#).



III. Recommendation of the Fifth Committee

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Seconded active-duty military and police personnel

The General Assembly,

Recalling its resolutions [67/287](#) of 28 June 2013, [68/252](#) of 27 December 2013, [71/263](#) of 23 December 2016, [74/254 A](#) of 27 December 2019 and [74/254 B](#) of 6 August 2020,

Having considered the report of the Secretary-General on seconded active-duty military and police personnel¹ and the related report of the Advisory Committee on Administrative and Budgetary Questions,²

1. *Takes note* of the report of the Secretary-General;
2. *Endorses* the conclusions and recommendations contained in the report of the Advisory Committee on Administrative and Budgetary Questions, subject to the provisions of the present resolution;
3. *Notes* the outreach and engagement that the United Nations has undertaken with Member States on this matter and the options presented by the Secretary-General in his report for resolving issues involving the engagement of seconded active-duty military and police personnel, in particular conflicts between national legislation and the Staff Regulations and Rules of the United Nations,³ and requests the Secretary-General to intensify his efforts in this regard;
4. *Recalls* paragraph 4 of its resolution [74/254 B](#), stresses that the selection of staff members, including seconded active-duty military and police personnel, should be made in accordance with the principles of the Charter of the United Nations, reiterates its request to the Secretary-General to enable the participation of all Member States in seconding active-duty military and police personnel, and urges the Secretary-General to make every effort to facilitate timely onboarding and repatriation of seconded personnel;
5. *Urges* the Secretary-General to continue to ensure accountability and impartiality of the seconded active-duty military and police personnel through applicable and relevant standards and supervision;
6. *Recognizes* the importance of the roles carried out and the expertise provided by seconded active-duty military and police personnel in fulfilling United Nations mandates, and requests the Secretary-General to continue to actively engage in the efforts to improve their timely onboarding, using the various tools at his disposal to address challenges beyond the control of the selected active-duty military and police personnel and which prevent their timely onboarding and to report thereon in his next report;
7. *Requests* the Secretary-General to intensify his efforts to ensure equal opportunities for seconded active-duty military and police personnel from all Member States;

¹ [A/75/646](#).

² [A/75/796](#).

³ [ST/SGB/2018/1/Rev.1](#).

8. *Also requests* the Secretary-General to consider placing the selected active-duty military and police personnel who cannot report to duty promptly owing to onboarding challenges beyond their control against similar positions at the same duty station once the challenges are addressed;

9. *Takes note* of paragraph 23 of the report of the Advisory Committee, and requests the Secretary-General to carry out a comprehensive assessment of the practical impact, including on Member States, of the different options and possible combinations of options outlined in his report, taking into consideration lessons learned from the implementation of existing agreements and the need to secure continuous protection of the pension rights of the seconded personnel, and to provide the assessment to the General Assembly for its consideration at its seventy-eighth session;

10. *Authorizes* the Secretary-General to continue to enter into agreements with Member States to prevent duplication in the payment of salaries, benefits and allowances to active-duty seconded military and police personnel and to report thereon, including on the lessons learned, in the context of his next report to the General Assembly;

11. *Invites* the Secretary-General to reach out to the Member States without agreements with the Secretariat and to encourage them to sign such agreements if their national legislation is in conflict with the Staff Regulations and Rules of the United Nations;

12. *Takes note* of paragraph 27 of the report of the Advisory Committee, and decides to authorize the Secretary-General to extend the exceptional measures regarding seconded active-duty military and police personnel until 1 July 2024;

13. *Requests* the Secretary-General to provide, during the first part of the resumed seventy-seventh session, an informal briefing on the status of and the initial findings from the implementation of bilateral agreements and progress in the preparation of the analysis and assessment of options and combinations of options to be outlined in the report of the Secretary-General.
